



March 29, 2019

VIA US MAIL & EMAIL (MarcotteB1@michigan.gov)

Talent Investment Agency
Dislocated Services Section
Brian Marcotte, Manager
201 North Washington Square, 5th Floor
Lansing, MI 48913



Dear Mr. Marcotte:

This letter provides notice that, effective May 30, 2019, FCA US LLC ("FCA US") will begin implementing temporary layoffs as part of a temporary closing of its Mack Engine Plant located at 4000 St. Jean, Detroit, MI 48214, in order to retool the location for possible future production, contingent on reaching a final agreement and securing approval from the City of Detroit and State of Michigan that would allow FCA US to convert and upgrade the Mack facilities. The separations of the affected employees are expected to occur in five waves. Consistent with these plans, the last day of employment for the affected employees is anticipated to be one of the following dates:

- May 30, 2019, or within two weeks thereafter;
- June 13, 2019, or within two weeks thereafter;
- June 27, 2019, or within two weeks thereafter;
- July 11, 2019, or within two weeks thereafter; or
- August 19, 2019, or within two weeks thereafter.

Enclosed is a list of job titles of positions affected by the temporary closing together with the number of affected employees in each job classification. (Attachment A.) The closing is expected to be temporary, exceed six months, and will involve the entire facility.

The affected employees are represented by UAW Local 51, UAW Local 889 or UAW Local 412. The names and contact information for each Local and International Union representatives are set forth below.

Casey Fiddler
President
UAW Local 51
P.O. Box 15310
Detroit, MI 48215

Anthony Sadowski
President
UAW Local 889
2019 Tobsal Court
Warren, MI 48091

Jerry Witt
President
UAW Local 412
2005 Tobsal Court
Warren, MI 48091

Cindy Estrada
Vice President and Director
Chrysler Department
International Union, UAW
8000 East Jefferson
Detroit, MI 48214


Gary Jones
President
International Union, UAW
8000 East Jefferson
Detroit, MI 48214

Affected employees will have bumping rights as set forth in the applicable collective bargaining agreement and that process will be managed with the employees' bargaining representatives. FCA US anticipates that most, if not all, of the affected employees will have the opportunity to work at another FCA US location during the temporary closing of the plant.

This notice is being provided under the Worker Adjustment and Retraining Notification Act ("WARN") and for purposes limited to WARN only. Although WARN may not ultimately apply or cover these temporary layoffs, FCA US provides this notice consistent with WARN's policy of encouraging employers to give notice even when not required.

If you have any questions regarding this matter, please contact me at FCA US LLC, 4000 St. Jean, Detroit, MI 48214, via telephone at (313) 252-6011 or via email at Jason.nault@fcagroup.com.

Sincerely,



Jason Nault
Human Resources Manager

Attachment

AFFECTED JOB TITLES & NUMBER OF EMPLOYEES PER CLASSIFICATION

<u>Date of Anticipated Layoff</u>	<u>Affected Job Title(s)</u>	<u>Number of Employees Per Classification</u>
May 30, 2019 (or within two weeks thereafter)	<ol style="list-style-type: none"> 1. Team Member 2. Team Leader 3. Electrical Engineer 4. Mechanical Engineer 5. Dyno Mechanical Engineer 	<ol style="list-style-type: none"> 1. 379 2. 29 3. 5 4. 3 5. 1
June 13, 2019 (or within two weeks thereafter)	<ol style="list-style-type: none"> 1. Team Member 2. Team Leader 3. Electrical Engineer 4. Mechanical Engineer 	<ol style="list-style-type: none"> 1. 73 2. 16 3. 1 4. 2
June 27, 2019 (or within two weeks thereafter)	<ol style="list-style-type: none"> 1. Team Member 2. Team Leader 3. Follow up Planner 4. Specification Planner 5. Laboratory Specialist 6. Electrical Engineer 7. Mechanical Engineer 	<ol style="list-style-type: none"> 1. 45 2. 9 3. 1 4. 1 5. 2 6. 4 7. 5
July 11, 2019 (or within two weeks thereafter)	<ol style="list-style-type: none"> 1. Team Member 2. Team Leader 3. Follow up Planner 4. Specification Planner 	<ol style="list-style-type: none"> 1. 3 2. 1 3. 3 4. 1
August 19, 2019 (or within two weeks thereafter)	<ol style="list-style-type: none"> 1. Team Member 2. Jitney Repair 3. Cutter Grinder 4. Electrical Apprentice 5. Electrician 6. Machine Repair 7. Machine Repair Apprentice 8. Millwright 9. Pipefitter 10. Pipefitter Apprentice 11. Plant Sewage Disposal Operator 12. Tool & Die CMM 13. Tool Maker 	<ol style="list-style-type: none"> 1. 8 2. 1 3. 9 4. 4 5. 23 6. 9 7. 1 8. 16 9. 15 10. 1 11. 2 12. 11 13. 19